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X  
121

Joint Reporting  
Committee

# EQUAL EMPLOYMENT OPPORTUNITY

## EMPLOYER INFORMATION REPORT EEO-1

1976

Standard Form 100  
(Rev. 4-82)  
O.M.B. No. 3046-0007  
EXPIRES 12/31/93  
100-213

- Equal Employment  
Opportunity Com-  
mission
- Office of Federal  
Contract Compli-  
ance Programs (Labor)

CJ=A24325-6

J=A24326-6

FEDERATED MEDIA  
FEDERATED MEDIA  
421 S 2ND ST  
ELKHART

CI=035113046-6

CL=90

MA=90056456

MC=00000

RETURN COMPLETED REPORT TO:  
THE JOINT REPORTING COMMITTEE  
P.O. BOX 779  
NORFOLK, VA 23501

PHONE: (757) 461-1213

IN 46516  
USE THIS FORM FOR YOUR CONSOLIDATED REPORT.

### Section A—TYPE OF REPORT

Refer to instructions for number and types of reports to be filed.

1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX).

(1) ☐ Single-establishment Employer Report

Multi-establishment Employer:

- (2) ☒ Consolidated Report (Required)  
(3) ☐ Headquarters Unit Report (Required)  
(4) ☐ Individual Establishment Report (submit one for each es-  
tablishment with 50 or more employees)  
(5) ☐ Special Report

2. Total number of reports being filed by this Company (Answer on Consolidated Report only) 3

### Section B—COMPANY IDENTIFICATION (To be answered by all employers)

#### 1. Parent Company

a. Name of parent company (owns or controls establishment in item 2) omit if same as label

Address (Number and street)

City or town

State

ZIP code

#### 2. Establishment for which this report is filed. (Omit if same as label)

a. Name of establishment

Address (Number and street)

City or Town

County

State

ZIP code

b. Employer Identification No. (IRS 9-DIGIT TAX NUMBER)

3 5 1 1 8 0 4 6 1

c. Was an EEO-1 report filed for this establishment last year? ☒ Yes ☐ No

### Section C—EMPLOYERS WHO ARE REQUIRED TO FILE (To be answered by all employers)

☒ Yes ☐ No

1. Does the entire company have at least 100 employees in the payroll period for which you are reporting?

☐ Yes ☒ No

2. Is your company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more?

☐ Yes ☒ No

3. Does the company or any of its establishments (a) have 50 or more employees AND (b) is not exempt as provided by 41 CFR 60-1.5, AND either (1) is a prime government contractor or first-tier subcontractor, and has a contract, subcontract, or purchase order amounting to \$50,000 or more, or (2) serves as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes?

If the response to question C-3 is yes, please enter your Dun and Bradstreet identification number (if you have one):

1 2 3 4 5 6 7 8 9 0

NOTE: If the answer is yes to questions 1, 2, or 3, complete the entire form, otherwise skip to Section G.

NSN 7540-00-180-6384

PATH01737

**Federal Communications Commission**

Docket No. MM-98-66 Exhibit No. 121

Presented by MMB

Disposition \_\_\_\_\_

Reporter [Signature] Identified \_\_\_\_\_

Date 10-16-98 Received Oct 26, 98

Rejected \_\_\_\_\_

**Section D—EMPLOYMENT DATA**

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. B THRU K)	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K
Officials and Managers	1	27	23		1			4				
Professionals	2	41	33				1	7				
Technicians	3	4	4									
Sales Workers	4											
Office and Clerical	5	33	14	1				17	1			
Craft Workers (Skilled)	6	14	1					3	3	1		1
Operatives (Semi-Skilled)	7											
Laborers (Unskilled)	8	10	5					5				
Service Workers	9											
TOTAL	10											
Total employment reported in previous EEO-1 report	11	129	79	1	1		1	41	4	1	1	1
		152	104	2	0	0	1	49	1	1	1	0

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☐ No

**Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)**

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE  
USE  
ONLY

g.

**Section F—REMARKS**

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition or reporting units and other pertinent information.

**CERTAIN EMPLOYEES ALSO PERFORM SERVICES FOR STATIONS WQHK-FM, WBBR-FM and KQLL-AM/FM PURSUANT TO JOINT OPERATING AGREEMENTS.**

**Section G—CERTIFICATION (See Instructions G)**

Check one 1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)  
2 ☐ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official

Title

Signature

Date

H. DAVID HAYES

DIRECTOR STAFF DEVEL.

9/30/96

Name of person to contact regarding this report (Type or print)

Address (Number and Street)

H. DAVID HAYES

421 S. SECOND STREET

Title

City and State

ZIP Code

Telephone Number (Including Area Code)

Extension

DIR. STAFF DEVELOPMENT

ELKHART, IN

46516

219 295 2500

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

PATH01738

Section D—EMPLOYMENT DATA

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. B THRU K)	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K
Officials and Managers	1	5	4					1				
Professionals	2	8	5					3				
Technicians	3											
Sales Workers	4	10	2	1				7				
Office and Clerical	5	4	1					1	2			
Craft Workers (Skilled)	6											
Operatives (Semi-Skilled)	7											
Laborers (Unskilled)	8											
Service Workers	9											
TOTAL	10	27	12	1				12	2			
Total employment reported in previous EEO-1 report	11	161	104	2	0	0	1	49	3	1	1	0

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☐ No

Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE USE ONLY

Section F—REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition or reporting units and other pertinent information.

Section G—CERTIFICATION (See Instructions G)

Check one 1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)  
 2 ☐ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official	Title	Signature	Date
Name of person to contact regarding this report (Type or print)	Address (Number and Street)		
Title	City and State	ZIP Code	Telephone Number (Including Area Code)
			Extension

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

WTRC/WBYT Radio, Elkhart, IN - CLASSIFICATION OF EMPLOYEES  
(Payroll Period Ending 8/10/96)

<u>Full-Time</u>		<u>Part-Time</u>	
Male	Female	Male	Female
<b>OFFICIALS &amp; MANAGERS:</b>			
S. Kline, Gen. Mgr. (WBYT) <del>W</del>			
<del>2</del> Rhodes, Gen. Mgr. (WTRC) W			
<del>1</del> Rogers, News Dir. (WTRC) W			
<del>A</del> Streich, Prog. Dir. (WTRC) W			
B. Williams, Sales Mgr. (WBYT) <del>W</del>			
<del>R</del> Henning, Chief Eng. (WBYT/WTRC - 50%/50%) W *			
K. Hall, Oper. Mgr. (WBYT) <del>W</del>			
R. Cherry, Prog. Dir. (WBYT) <del>W</del>			
	<del>D</del> Rollard, Off. Mgr. (WTRC/WBYT - 66%/33%) W *		
	M. Whitten, Off. Mgr. (WBYT) <del>W</del>		
<b>PROFESSIONALS:</b>			
<del>V</del> Turner, Sports Dir. (WTRC/WBYT - 50%/50%) W *		<del>M</del> Lowry, Annncr. (WTRC) W	
<del>N</del> Ylmure, Annncr. (WTRC) W		R. Howard, Annncr. (WBYT) <del>W</del>	
<del>S</del> Beaver, Reporter (WTRC) W		<del>M</del> Thompson, Annncr. (WTRC) W	
D. Rowley, Annncr. (WBYT) <del>W</del>		P. Hanft, Annncr. (WBYT) <del>W</del>	
<del>J</del> Gall, Reporter (WTRC/WBYT - 50%/50%) W *		S. Hess, Annncr. (WBYT) <del>W</del>	
		M. Flood, Annncr. (WBYT) <del>W</del>	
	L. Kosty, Annncr. (WBYT) <del>W</del>		
	T. Wells, Annncr. (WBYT) <del>W</del>		
	M. Peoppe, Prod/Continuity (WBYT) <del>W</del> *		
		<del>M</del> Gianirino, Annncr. (WTRC) W	
<b>SALES:</b>			
P. Szrom, Acct. Exec. (WBYT) <del>W</del>	L. Niespodziany, Acct. Exec. (WBYT) <del>W</del>		
M. Keyworth, Acct. Exec. (WBYT) <del>W</del>	A. Richard, Acct. Exec. (WBYT) <del>W</del>		
A. Williams, Acct. Exec. (WBYT) <del>B</del>	M. Covey, Acct. Exec. (WBYT) <del>W</del>		
	R. Graham, Acct. Exec. (WBYT) <del>W</del>		
	<del>S</del> Anderson, Acct. Exec. (WTRC) W		
	<del>S</del> McCraey, Acct. Exec. (WTRC) W		
	<del>T</del> Herkenroder, Acct. Exec. (WTRC) W		
	P. Pozzi, Acct. Exec. (WBYT) <del>W</del>		
	K. Worland, Acct. Exec. (WBYT) <del>W</del>		
	D. Choate, Acct. Exec. (WBYT) <del>W</del>		
<b>OFFICE &amp; CLERICAL:</b>			
B. Tiedemann, Event Coord. (WBYT) <del>W</del>		<del>S</del> Kurtz, Sales Asst. (WTRC) W	
	L. Barnhill, Receptionist (WBYT) <del>B</del>	<del>J</del> Stertner, Telemarketing (WTRC) W	
	E. Smith, Sales Asst. (WBYT) <del>B</del>	S. Dille, Promotion (WBYT) <del>W</del>	
	<del>M</del> Ambler, Sales Asst. (WTRC) W		
<b>OPERATIVES - SEMI-SKILLED:</b>			
		<del>K</del> Zodenck, Scard Oper. (WTRC) W	

\* Duties also include part-time responsibilities at WRBR-FM.

PATH01740

WRBR Radio, Mishawaka, IN - CLASSIFICATION OF EMPLOYEES  
(Payroll Period Ending 8/10/96)

<u>Full-Time</u>		<u>Part-Time</u>	
Male	Female	Male	Female

OFFICIALS & MANAGERS:

J. Goldbach, Prog. Dir. W

PROFESSIONALS:

D. Thornton, Annncr. W

B. Nickles, Annncr. W

G. Reese, Annncr. W

M. Deschamphelaere, Annncr. W

*not in  
total*

PATH01741

M  
M  
B  
E  
X  
100

# EQUAL EMPLOYMENT OPPORTUNITY

- Equal Employment Opportunity Commission
- Office of Federal Contract Compliance Programs (Labor)

## EMPLOYER INFORMATION REPORT EEO-1

1997

O.M.B. No. 3046-0007  
EXPIRES 10/31/99  
100-214

1 OF 3

CO=A24326-4

U=A24326-4

S=2

EI=035118046-4

CC=99

MSN=90061991

MC=00000

FEDERATED MEDIA  
FEDERATED MEDIA  
421 S 2ND ST  
ELKHART

RETURN COMPLETED REPORT TO:  
THE JOINT REPORTING COMMITTEE  
P.O. BOX 779  
NORFOLK, VA 23501

IN 46516  
USE THIS FORM FOR YOUR CONSOLIDATED REPORT. PHONE: (757) 461-1213

### Section A—TYPE OF REPORT

Refer to instructions for number and types of reports to be filed.

1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX).

(1) ☐ Single-establishment Employer Report

Multi-establishment Employer:

(2) ☒ Consolidated Report (Required)

(3) ☐ Headquarters Unit Report (Required)

(4) ☐ Individual Establishment Report (submit one for each establishment with 50 or more employees)

(5) ☐ Special Report

2. Total number of reports being filed by this Company (Answer on Consolidated Report only) 2

### Section B—COMPANY IDENTIFICATION (To be answered by all employers)

1. Parent Company

a. Name of parent company (owns or controls establishment in item 2) omit if same as label

Address (Number and street)

City or town

State

ZIP code

2. Establishment for which this report is filed. (Omit if same as label)

a. Name of establishment

Address (Number and street)

City or Town

County

State

ZIP code

b. Employer Identification No. (IRS 9-DIGIT TAX NUMBER)

351180461

c. Was an EEO-1 report filed for this establishment last year? ☒ Yes ☐ No

### Section C—EMPLOYERS WHO ARE REQUIRED TO FILE (To be answered by all employers)

- ☒ Yes ☐ No 1. Does the entire company have at least 100 employees in the payroll period for which you are reporting?
- ☐ Yes ☒ No 2. Is your company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more?
- ☐ Yes ☒ No 3. Does the company or any of its establishments (a) have 50 or more employees AND (b) is not exempt as provided by 41 CFR 60-1.5, AND either (1) is a prime government contractor or first-tier subcontractor, and has a contract, subcontract, or purchase order amounting to \$50,000 or more, or (2) serves as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes?

If the response to question C-3 is yes, please enter your Dun and Bradstreet identification number (if you have one):

NOTE: If the answer is yes to questions 1, 2, or 3, complete the entire form, otherwise skip to Section G.

PATH01731

**Federal Communications Commission**

Docket No. MM-98-66 Exhibit No. 122

Presented by MMB

Disposition \_\_\_\_\_

Reporter [Signature] Identified \_\_\_\_\_

Date 10-6-98 Received Oct 26, 98

Rejected \_\_\_\_\_

## Section D—EMPLOYMENT DATA

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

Column(s) Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. B THRU K)	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K
Officials and Managers	1	26	20				1	5				
Professionals	2	36	46				1	9				
Technicians	3	6	5	1								
Sales Workers	4	39	14		1		1	19	1	1		2
Office and Clerical	5	14	1					11	1	1		
Craft Workers (Skilled)	6											
Operatives (Semi-Skilled)	7	8	6					2				
Laborers (Unskilled)	8											
Service Workers	9	1	1									
TOTAL	10	150	93	1	1		3	46	2	2		2
Total employment reported in previous EEO-1 report	11	129	79	1	1	0	1	41	4	1	0	1

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☐ No

## Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE  
USE  
ONLY

6.

## Section F—REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition of reporting units and other pertinent information.

**CERTAIN EMPLOYEES ALSO PERFORM SERVICES FOR STATIONS WQHK-FM, WEBR-FM & KQLL-AM/FM PURSUANT TO JOINT OPERATING AGREEMENTS.**

## Section G—CERTIFICATION (See Instructions G)

Check one  
1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)  
2 ☐ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official	Title	Signature	Date
<b>R. DAVID HAYES</b>	<b>DIR. STAFF DEVELOPMENT</b>	<i>R. David Hayes</i>	<b>9/24/97</b>
Name of person to contact regarding this report (Type or print)	Address (Number and Street)		
<b>R. DAVID HAYES</b>	<b>421 SOUTH SECOND STREET</b>		
Title	City and State	ZIP Code	Telephone Number (Including Area Code)
<b>DIR. STAFF DEVELOPMENT</b>	<b>ELKHART, IN</b>	<b>46316</b>	<b>219 295-2500</b>
		Extension	

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

PATH01732

## Section D—EMPLOYMENT DATA

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. 8 THRU K)	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
A	B	C	D	E	F	G	H	I	J	K		
Officials and Managers	1	6	4				2					
Professionals	2	10	5				5					
Technicians	3											
Sales Workers	4	11	3	1			7					
Office and Clerical	5	5	1				3	1				
Craft Workers (Skilled)	6											
Operatives (Semi-Skilled)	7											
Laborers (Unskilled)	8											
Service Workers	9											
TOTAL	10	32	13	1			17	1				
Total employment reported in previous EEO-1 report	11	129	79	1	1	0	1	41	4	1	0	1

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☐ No

## Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE  
USE  
ONLY

E

## Section F—REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition of reporting units and other pertinent information.

## Section G—CERTIFICATION (See instructions G)

Check one 1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only)  
2 ☐ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official	Title	Signature	Date
Name of person to contact regarding this report (Type or print)		Address (Number and Street)	
Title	City and State	ZIP Code	Telephone Number (Including Area Code)
		Extension	

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII.  
WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

PATH01733

# WTRC/WBYT Radio-Elkhart, IN—Classification of Employees

(Payroll Period Ending 8/3/97)

FULL TIME		PART TIME	
MALE	FEMALE	MALE	FEMALE
<b>OFFICIALS &amp; MANAGERS</b>			
S. Kline, General Manager (WBYT) (W)*	<del>J. Clark, Off. Mgr., (WTRC/WBYT) 66/33 (W)*</del>		
	M. Whitten, Off. Mgr., (WBYT) (W)*		
	C. White, Events Dir. (WBYT) (W)		
B. Williams, Sales Manager (WBYT) (W)*			
<del>R. Herthing, Chief Engr., (WTRC/WBYT) 50/50 (W)*</del>			
R. Cherry, Prog. Dir. (WBYT) (W)			
K. Hull, Oper. Mgr. (WBYT) (W)*			
<b>PROFESSIONALS</b>			
	L. Dincolo, Announcer (WBYT) (W)		L. Davis, Announcer (W)
	M. Poeppel, Prod/Continuity (WBYT) (W)		R. Howard, Announcer (WBYT) (W)
	T. Wells, Announcer (WBYT) (W)		
	H. Schimiers, Announcer (WBYT) (W)		B. Nickles, Announcer (WBYT) (W)
D. Rowley, Announcer (WBYT) (W)			M. Flood, Announcer (WBYT) (W)
			J. O'Keefer, Announcer (WBYT) (W)
<b>SALES</b>			
M. Keyworth, Account Executive (WBYT) (W)			
P. Szorn, Account Executive (WBYT) (W)			
H. Arguelles, Account Executive (WBYT) (W)	A. Richard, Account Executive (WBYT) (W)		
J. Kelly, Account Executive (WBYT) (W)	M. Covey, Account Executive (WBYT) (W)		
	R. Perri, Account Executive (WBYT) (W)		
	K. Worland, Account Executive (WBYT) (W)		
	R. Grabek, Account Executive (WBYT) (W)		
	J. Best, Account Executive (WBYT) (W)		
	C. Graham, Account Executive (WBYT) (W)		
<b>OFFICE &amp; CLERICAL</b>			
	L. Bernhill, Receptionist (B)		T. Horvath, Events Assistant (WBYT) (W)
			S. Erbacher, Promotion (W)
			J. Castetter, Secretary (W)
			A. Kline, Sales Ass't (WBYT) (W)
<b>OPERATIVES—SEMI-SKILLED</b>			

PATH01734

**Section D—EMPLOYMENT DATA**

Employment at this establishment—Report all permanent full-time and part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. B THRU K)  A	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)  B	BLACK (NOT OF HISPANIC ORIGIN)  C	HISPANIC  D	ASIAN OR PACIFIC ISLANDER  E	AMERICAN INDIAN OR ALASKAN NATIVE  F	WHITE (NOT OF HISPANIC ORIGIN)  G	BLACK (NOT OF HISPANIC ORIGIN)  H	HISPANIC  I	ASIAN OR PACIFIC ISLANDER  J	AMERICAN INDIAN OR ALASKAN NATIVE  K
Officials and Managers	1	1	1									
Professionals	2	6	5					1				
Technicians	3											
Sales Workers	4											
Office and Clerical	5											
Craft Workers (Skilled)	6											
Operatives (Semi-Skilled)	7											
Laborers (Unskilled)	8											
Service Workers	9											
TOTAL	10	7	6					1				
Total employment reported in previous EEO-1 report	11	129	79	1	1	0	1	41	4	1	0	1

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☐ No

**Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)**

1. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

OFFICE USE ONLY

g.

**Section F—REMARKS**

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition of reporting units and other pertinent information.

*not in total*

**Section G—CERTIFICATION (See Instructions G)**

Check one 1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only) 2 ☐ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official	Title	Signature	Date
Name of person to contact regarding this report (Type or print)	Address (Number and Street)		
Title	City and State	ZIP Code	Telephone Number (Including Area Code)
		Extension	

All reports and information obtained from individual reports will be kept confidential as required by Section 709(e) of Title VII. WILLFULLY FALSE STATEMENTS ON THIS REPORT ARE PUNISHABLE BY LAW, U.S. CODE, TITLE 18, SECTION 1001.

**WRBR Radio—Elkhart, IN—Classification of Employees**  
(Payroll Period Ending 8/8/97)

**FULL TIME**

**PART TIME**

**MALE**

**FEMALE**

**MALE**

**FEMALE**

**OFFICIALS & MANAGERS**

J. Goldbach, Program Director (W)

**PROFESSIONALS**

D. Thornton, Announcer (W)

G. Hagland, Announcer (W)

G. Reese, Announcer (W)

P. Harft, Announcer (W)

M. Slaughter, Announcer (W)

M. Deschampsere, Announcer (W)

**SALES**

**OFFICE & CLERICAL**

*Not included*

**OPERATIVES—SEMI-SKILLED**

PATH01736

m  
m  
B  
E  
123



496623

PATHFINDER COMMUNICATIONS CORPORATION

P.O. Box 487, Elkhart, Indiana 46515

WTRC/WYEZ Radio, Elkhart, IN  
WONK/WMEZ Radio, Ft. Wayne, IN  
WCKY/WWEZ Radio, Cincinnati, OH  
WCUZ AM/FM Radio, Grand Rapids, MI  
WQWO/WQFN Radio, Muskegon Heights, MI  
KSKS/KVLT Radio, Tulsa-Owasso, OK  
BANNER GRAPHIC, Greencastle, IN

L.L.C./dba WRBR Radio  
Hicks Broadcasting of Indiana

DATE  
12-29-95

CHECK NO.  
53994

71-114  
712  
No. 053994

--\$43,816.67\*--  
AMOUNT  
--\$43,816.67\*--

PAY  
TO THE  
ORDER  
OF

ALEC DILLE  
7738 Island Club Drive #K  
Indianapolis, IN 46214

AMERITRUST NATIONAL BANK  
ELKHART, INDIANA

Pathfinder Communications Corp.

*Anthony A. [Signature]*  
*Robert G. [Signature]*

⑈053994⑈ ⑆071201142⑆ 52015⑈0379⑈ ⑈0004381667⑈



PATHFINDER COMMUNICATIONS CORPORATION

P.O. Box 487, Elkhart, Indiana 46515

WTRC/WYEZ Radio, Elkhart, IN  
WONK/WMEZ Radio, Ft. Wayne, IN  
WCKY/WWEZ Radio, Cincinnati, OH  
WCUZ AM/FM Radio, Grand Rapids, MI  
WQWO/WQFN Radio, Muskegon Heights, MI  
KSKS/KVLT Radio, Tulsa-Owasso, OK  
BANNER GRAPHIC, Greencastle, IN

L.L.C./dba WRBR Radio  
Hicks Broadcasting of Indiana

DATE  
12-29-95

CHECK NO.  
53995

71-114  
712  
No. 053995

--\$42,999.99\*--  
AMOUNT  
--\$42,999.99\*--

PAY  
TO THE  
ORDER  
OF

JOHN F DILLE IV

AMERITRUST NATIONAL BANK  
ELKHART, INDIANA

Pathfinder Communications Corp.

*Anthony A. [Signature]*  
*Robert G. [Signature]*

⑈053995⑈ ⑆071201142⑆ 52015⑈0379⑈ ⑈0004299999⑈



PATHFINDER COMMUNICATIONS CORPORATION

P.O. Box 487, Elkhart, Indiana 46515

WTRC/WYEZ Radio, Elkhart, IN  
WONK/WMEZ Radio, Ft. Wayne, IN  
WCKY/WWEZ Radio, Cincinnati, OH  
WCUZ AM/FM Radio, Grand Rapids, MI  
WQWO/WQFN Radio, Muskegon Heights, MI  
KSKS/KVLT Radio, Tulsa-Owasso, OK  
BANNER GRAPHIC, Greencastle, IN

L.L.C./dba WRBR Radio  
Hicks Broadcasting of Indiana

DATE  
12-29-95

CHECK NO.  
53996

71-114  
712  
No. 053996

--\$43,000.00\*--  
AMOUNT  
--\$43,000.00\*--

PAY  
TO THE  
ORDER  
OF

SARAH DILLE

AMERITRUST NATIONAL BANK  
ELKHART, INDIANA

Pathfinder Communications Corp.

*Anthony A. [Signature]*  
*Robert G. [Signature]*

PATH01771

⑈053996⑈ ⑆071201142⑆ 52015⑈0379⑈ ⑈0004300000⑈

**Federal Communications Commission**

Docket No. MM-98-66 Exhibit No. 123

Presented by HMB

Disposition Identified  
Received  
Rejected

Reporter [Signature]

Date 10-6-98 Oct 26, 98

m  
m  
B  
E  
X  
124

**IRWIN, CAMPBELL & CROWE, P.C.**

ATTORNEYS AT LAW  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON, D.C. 20036  
(202) 728-8400  
FAX (202) 728-0354

ALAN C. CAMPBELL  
(202) 728-0003

August 9, 1994

Federal Communications Commission  
FM Branch, Auxiliary  
Regulatory Fees  
P.O. Box 358835  
Pittsburgh, PA 15251-5835

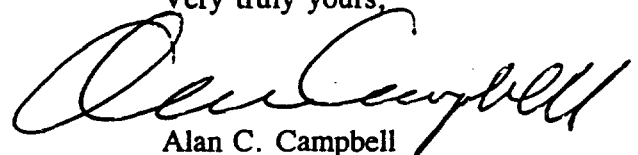
Re: Hicks Broadcasting of Indiana, L.L.C. - FCC Acct. No. 6163297057  
WRBR-FM, South Bend, Indiana

Dear Sir or Madam:

Transmitted herewith and filed on behalf of Hicks Broadcasting of Indiana, L.L.C. (FCC Acct. No. 6163297057) is its payment of regulatory fees in the amount of \$650 for fiscal year 1994 on Forms 159 and 159-C. This payment is for Station WRBR-FM, South Bend, Indiana, and auxiliaries associated with the operation of that station.

If you have any questions concerning this matter, please contact the undersigned.

Very truly yours,

  
Alan C. Campbell

Enclosures

Federal Communications Commission	
Docket No. <u>MM-98-66</u>	Exhibit No. <u>124</u>
Presented by <u>MMB</u>	
Disposition	Identified <u>✓</u>
	Received <u>Oct 26, 98</u>
	Rejected <u>                    </u>
Reporter <u>GA</u>	
Date <u>10-6-98</u>	

HICKS000417

MEMO	INVOICE DATE	INVOICE NUMBER	AMOUNT	DISCOUNT	NET AMOUNT
WRBR Regulatory Fee	8-5-94				\$650.00*

PATHFINDER COMMUNICATIONS CORP.

P.O. BOX 487, ELKHART, INDIANA 46515

DETACH  
BEFORE DEPOSITING



**PATHFINDER COMMUNICATIONS CORPORATION**

P.O. Box 487, Elkhart, Indiana 46515

WTRC/WYEZ Radio, Elkhart, IN  
 WQHK/WMEZ Radio, Ft. Wayne, IN  
 WCKY/WWEZ Radio, Cincinnati, OH  
 WCUZ AM/FM Radio, Grand Rapids, MI  
 WQWQ/WQFN Radio, Muskegon Heights, MI  
 KSKS/KVLT Radio, Tulsa-Owasso, OK  
 BANNER GRAPHIC, Greencastle, IN

DATE  
8-5-94

CHECK NO.  
53716

--\$650.00\*--  
 AMOUNT  
 --\$650.00\*--

71-114  
 712  
**No. 0537**

PAY  
TO THE  
ORDER  
OF

FEDERAL COMMUNICATIONS COMMISSION

AMERITRUST NATIONAL BANK  
 ELKHART, INDIANA  
 Pathfinder Communications Corp.

*[Handwritten Signature]*

⑈053716⑈ ⑆071201142⑆ 52015⑈0379⑈

HICKS000418

m

m

B

E

X

1025-

IRWIN, CAMPBELL & TANNENWALD, P.C.

ATTORNEYS AT LAW  
1730 RHODE ISLAND AVENUE, N.W.  
SUITE 200  
WASHINGTON, D.C. 20036-3101  
(202) 728-0400  
FAX (202) 728-0354

FILE COPY

ELIZABETH A. SIMS  
(202) 728-0401 Ext. 111

October 2, 1997

Federal Communications Commission  
Support Services Branch  
1270 Fairfield Road  
Gettysburg, PA 17325-7245

Re: Antenna Structure Registration

Dear Sir or Madam:

Transmitted herewith on behalf of Hicks Broadcasting of Indiana, LLC, is its antenna structure registration on FCC Form 854 for the antenna structure located at the corner of Fir and Day Roads in Mishawaka, Indiana. The coordinates for the site are 41-41-53/86-09-24.5.

Please date stamp the enclosed file copy upon receipt and return it in the enclosed self-addressed, stamped envelope.

Should you have any questions, please contact the undersigned.

Very truly yours,

*Elizabeth A. Sims*

Elizabeth A. Sims

Enclosure

Federal Communications Commission	
Docket No. <u>MMB 98-66</u>	Exhibit No. <u>125</u>
Presented by <u>MMB</u>	
Disposition	Identified <u>✓</u>
	Received <u>Oct 26, 98</u>
	Noted <u>_____</u>
Reporter <u>PK</u>	
Date <u>10-6-98</u>	



HICKS000415

# APPLICATION FOR ANTENNA STRUCTURE REGISTRATION

## ANTENNA STRUCTURE OWNERSHIP INFORMATION


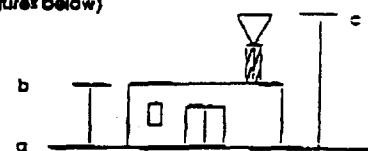
1. Legal Name of Owner <b>HICKS BROADCASTING</b>		2. Telephone Number (including Area Code) <b>219-256-1836</b>
3. Assumed Name for Doing Business (if any)		4. Attention <b>ROBERT HENNING C.E.</b>
5A. Mailing Address (Number and Street) <b>237 EDISON RD. SUITE 200</b>		5B. Internet Address
6. City <b>MISHAWAKA</b>	7. State <b>IN</b>	8. Zip Code <b>46545</b>

## PURPOSE OF APPLICATION

9. Purpose of this filing ( R ) <u>N</u> Registration for construction of a new antenna structure <u>D</u> Notification of antenna structure dismantlement (structure no longer exists)		<u>R</u> Registration of an existing antenna structure <u>M</u> Modification of registered antenna structure
10. If Purpose is R, give date constructed. If altered since constructed, give the date alteration was completed. <b>10/1/78</b>		11. If Purpose is D, give date dismantled
12A. If Purpose is M (Modification) or D (Dismantlement), provide FCC Registration Number: Issue Date (mm/dd/yy) of most current registration:		
12B. If Purpose is M (Modification), specify nature of modification(s): <u>C</u> Correction of coordinates <u>H</u> Increase/decrease overall height (AGL and/or AMSL) <u>L</u> Change existing obstruction marking & lighting requirements <u>O</u> Change ownership information (name, address, phone number)		

## ANTENNA STRUCTURE

13. Address or geographic location <b>CORNER OF FIR AND DAY ROADS</b>		14. City <b>MISHAWAKA</b>	15. State <b>IN</b>
16. Indicate reference Datum of Coordinates ( 8 ) <b>NAD 27</b> <b>NAD 83</b>	17. Latitude (Degrees, minutes, seconds) <b>41-41-53.0</b>		18. Longitude (Degrees, minutes, seconds) <b>86-09-24.5</b>
19. Indicate type of structure on which antenna will be mounted (i.e. pole, building, water tank, etc.) <b>TOWER</b>			
20. Elevation of site above mean sea level (refer to "a" in figures below)		<b>228.80</b> <b>meters</b>	
21. Overall height above ground of the supporting structure itself WITHOUT appendances (refer to "b" in figures below)		<b>100.66</b> <b>meters</b>	
22. Overall (highest) height above ground of antenna structure INCLUDING all appendances (antennas, dishes, lightning rods, obstruction lighting, etc.) (refer to "c" in figures below)		<b>100.78</b> <b>meters</b>	

## FAA NOTIFICATION

23. ( N ) <u>YES</u> Applicant is providing a copy of the FAA determination. Submit a clear copy and provide FAA Study Number in Item 24. <u>NO</u> Applicant cannot provide a copy of the FAA determination. Provide as much information as possible in Items 24 through 27.			
24. FAA Study Number <b>84-AGL-803-OE</b>	25. FAA regional office notified	26. Date notification filed <b>4-4-84</b>	27. FCC Painting/Lighting Paragraphs (Refer to FCC Forms 715/715A)

## ENVIRONMENTAL ASSESSMENT

28. ( N ) <u>YES</u> <u>NO</u>	Would a Commission grant of this application be an action which may have a significant environmental effect as defined by Section 1.1307(a) of the Commission's Rules? If "Yes", submit the statement as required by Sections 1.1308 and 1.1311
-----------------------------------	---

## CERTIFICATION BY OWNER OF ANTENNA STRUCTURE

Neither the applicant nor any other party to the application is subject to a denial of federal benefits, that includes FCC benefits, pursuant to Section 5301 of the Anti-Drug Abuse Act of 1988, 21 U.S.C. Section 862, because of a conviction for possession or distribution of a controlled substance. I hereby certify that I have reviewed the above information, that it is complete and accurate to the best of my knowledge.	
WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(A)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).	
29. Typed name of person signing <b>ROBERT A. WATSON</b>	30. Title of person signing <b>SEC. TREAS.</b>
31. Signature <i>Robert A. Watson</i>	32. Date <b>9/30/87</b>

M  
M  
B  
E  
X  
126

12/1/94  
p99410

**IRWIN, CAMPBELL & CROWE, P.C.**

1320 EIGHTEENTH STREET, N.W.

SUITE 400

WASHINGTON DC 20036

PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 12383

June 10, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From May 1 to May 31, 1994

Additional charges:

	<u>Amount</u>
- Postage	4.26
- Local Messenger	12.00
- Federal Express	10.00
- Facsimile	4.00
- Telephone	4.29
- Copying	1.80

Total costs	<u>\$36.35</u>
-------------	----------------

Previous balance	\$2,200.12
------------------	------------

5/24/94- Payment - thank you	( <u>\$2,200.12</u> )
------------------------------	-----------------------

Balance due	<u>\$36.35</u>
-------------	----------------

OK  
P

30753  
7-27-94

354.95

June  
7-27

**Federal Communications Commission**

Docket No. NM-98-66 Exhibit No. 126

Presented by MMB

Disposition

Reporter [Signature]

Date 10-6-98

Identified [initials]

Received [initials]

Rejected [initials]

10-26-98

299440

**IRWIN, CAMPBELL & CROWE, P.C.**  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202) 728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 12623

July 1, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From June 1 to June 30, 1994

**Total Hours and Amount**

	<u>Hrs/Rate</u>	<u>Amount</u>
6/24/94 PSL Researched ownership reports for WRBR.	1.50	67.50
	45.00/hr	
	<u>1.50</u>	<u>\$67.50</u>

**Additional charges:**

- Facsimile	2.00
- Postage	4.55
- Copying	15.90

<b>Total costs</b>	<u>\$22.45</u>
--------------------	----------------

Total amount of this bill

Previous balance

Balance due

\$89.95

\$36.35

\$126.30

June 8-17

354.83.1

PAID

31148  
8-17-94

PATH01844

**IRWIN, CAMPBELL & CROWE, P.C.**  
 1320 EIGHTEENTH STREET, N.W.  
 SUITE 400  
 WASHINGTON DC 20036  
 PHONE (202)728-0400

Invoice submitted to:  
 David Hicks  
 7463 Cottage Oak Drive  
 Portage MI 49002

Invoice # 12780

August 11, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From July 1 to July 31, 1994

Total Hours and Amount

			<u>Hrs/Rate</u>	<u>Amount</u>
7/13/94	ACC	Call FCC and review files re Ownership Report exhibits; file same	0.40 190.00/hr	76.00
7/20/94	PSL	Researched WRBR 92 Ownership Report and 93 Employment Report for public file inclusion.	1.50 45.00/hr	67.50
7/28/94	PSL	Researched 1989 Employment Report, 1990 Ownership Report, and prepare WRBR studio address change notification to the Commission.	3.00 45.00/hr	135.00
			<hr/> 4.90	<hr/> \$278.50

Additional charges:

- Facsimile	5.50
- Facsimile	5.50
- Postage	6.76
- Copying	38.70
Total costs	<hr/> \$56.46

PATH01841

X  
E. Lee

David Hicks

Page 2

99419

Total amount of this bill

Previous balance

8/1/94 Payment - thank you

Balance due

Amount

~~CB~~ \$334.96

\$126.30

(\$36.35)

\$424.91

prev.  
pd.  
8-17

31789  
9-28-9

OK

354.83.1

AUG  
9-28

PATH01842

FAX

8/14/94

FAX TO: BOB WATSON  
FEDERATED MEDIA  
# of PAGES: 3

FROM: DAVID TICKES  
614-329-7057

SUBJECT: WRBR LOCAL FEES - JULY '94

BOB - LET ME KNOW THAT  
YOU HAVE RECEIVED THIS.  
THANKS, D

PATH01843

Ken  
99410

**IRWIN, CAMPBELL & CROWE, P.C.**  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 13017

September 8, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From August 1 to August 31, 1994

Total Hours and Amount

		<u>Hrs/Rate</u>	<u>Amount</u>
8/8/94	BAS WRBR's regulatory fee processing and filing.	0.50 70.00/hr	35.00
	BAS Regulatory fee processing and filing.	0.50 70.00/hr	35.00
		<hr/> 1.00	<hr/> \$70.00

Additional charges:

- Messenger	26.00
- Postage	1.16
- Facsimile	7.50
- Facsimile	2.00
- Facsimile	0.50
- Telephone	7.35
Total costs	<hr/> \$44.51

Total amount of this bill

32302  
10-26-94  
354.83.1  
\$114.51

PATH01839

epf  
10.26

David Hicks

Page 2

	<u>Amount</u>
Previous balance	\$424.91
8/22/94- Payment - thank you	( <u>\$89.95</u> )
Balance due	<u><u>\$449.47</u></u>

PATH01840

999410

**IRWIN, CAMPBELL & CROWE, P.C.**  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 13188

October 7, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From September 1 to September 30, 1994

Additional charges:

- Federal Express
- Postage

Total costs

Previous balance

10/4/94- Payment - thank you

Balance due

Amount

10.00

1.16

\$11.16

\$449.47

(\$334.96)

\$125.67

*Pay* *crb*

*OK*  
*354.83.1*

*32881*  
*11-30-94*

*OK*  
*11-30*

PATH01333

299410

IRWIN, CAMPBELL & TANNENWALD, P.C.  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202)728-0400

Invoice submitted to:  
Federated Media  
P.O. Box 2500  
Elkhart IN 46515-2500  
Mr. Robert Watson

Invoice # 14526

May 8, 1995

In reference to: General Legal Work - #30400

For Legal Services Rendered from April 1 to April 30, 1995

Total Hours and Amount

	Hrs/Rate	Amount
4/17/95 ACC Call J. Dille re WRBR litigation	0.20 190.00/hr	38.00
	0.20	\$38.00

Additional charges:

- Telephone	3.17
Total costs	\$3.17

Total amount of this bill

Previous balance

OK → \$41.17  
OR (\$22.49)

~~254.95~~  
354.95

PATH01836

36490  
7-5-95

PR  
7-5

Federated Media

Page 2

Amount

Balance due by June 3, 1995

\$18.68

PATH01937

IRWIN, CAMPBELL & TANNENWALD, P.C.  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 15326

August 3, 1995

In reference to: General Legal Work - #36900

For Legal Services Rendered from July 1 to July 31, 1995

	Amount
Previous balance	\$25.32
7/15/95- Payment - thank you	(\$61.48)
	<hr/> (\$36.16) <hr/>
Credit Balance	

BOB WATSON -

pull  
file

THURS BROADCASTING

QW.T

FLI

DTICKS

PATHC1835

X  
Eiken  
p99410

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1320 EIGHTEENTH STREET, N.W.

SUITE 400

WASHINGTON DC 20036

PHONE (202)728-0400

OCT 1 6 1995

Invoice submitted to:

David Hicks

7463 Cottage Oak Drive

Portage MI 49002

Invoice # 16986

October 6, 1995

In reference to:

General Legal Work - #36900

For Legal Services Rendered from September 1 to September 30, 1995

**Total Hours and Amount**

9/19/95 BAS Regulatory fee preparation for filing.

Hrs/Rate	Amount
0.50	55.00
110.00/hr	
<hr/> 0.50	<hr/> \$55.00

**Additional charges:**

- Copying

2.25

Total costs

---

\$2.25

Total amount of this bill

Previous balance

38240  
10-18-95  
\$57.25

\$199.42

PATH01833

Oct

OK  
354.95

David Hicks

Page 2

Amount

9/21/95- Payment - thank you

(\$25.32)

Balance due by November 5, 1995

\$231.35

*Handwritten:*  
10/11  
[Signature]

PATH01834

999410 XElin

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 18304

December 8, 1995

In reference to: General Legal Work - #36900

For Legal Services Rendered from November 1, 1995 to November 30, 1995

**Total Hours and Amount**

			Hrs/Rate	Amount
11/27/95	JPH	Searched for and faxed copy of unattended operation memo to client	0.20 50.00/hr	10.00
			0.20	\$10.00

**Additional charges:**

- Copying	0.75
- Facsimile	3.00
Total costs	\$3.75

Total amount of this bill

Previous balance

\$13.75

\$253.94

OK  
354.83.1

DC

PATH01831

David Hicks

Page 2

Amount

12/6/95- Payment - thank you

(\$57.25)

Balance due by January 6, 1996

\$210.44

THIS BILL IS NOW 60 DAYS OVERDUE-PLEASE SUBMIT PAYMENT. THANK YOU.

*Approved for  
Casper  
Hicks  
Hicks Bookkeeping  
& Ink  
12/14/95*

PATH01832

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 22848

June 7, 1996

In reference to: General Legal Work - #36900

For Legal Services Rendered from May 1 to May 31, 1996. Please note client number on payment -  
Thank you

**Total Hours and Amount**

		Hrs/Rate	Amount
5/30/96	TB Reviewed Annual Employment Reoprt for WRBR(FM); filed with FCC.	0.20 110.00/hr	22.00
5/31/96	JPH Calls to client re: requirements of transmitter operator; conference with A. Campbell re same.	0.40 55.00/hr	22.00
		<hr/> 0.60	<hr/> \$44.00

**Additional charges:**

- Telephone	5.62
- Office Copying	2.25

PATH01829

9410

David Hicks

Page 2

Amount

- Postage

0.64

Total costs

\$8.51

Total amount of this bill

\$52.51

Previous balance

\$373.99

Balance due by July 6, 1996

\$426.50

THIS BILL IS NOW 60 DAYS OVERDUE PLEASE SUBMIT PAYMENT. THANK YOU.

43826  
6/26/96

Hicks 22400571X  
6/17/96

Hicks  
6/17/96

OK

354.95

PATH01830

999410

IRWIN, CAMPBELL & TANNENWALD, P.C.  
1730 RHODE ISLAND AVENUE, N.W.  
SUITE 200  
WASHINGTON DC 20036-3101  
PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 23571

July 9, 1996

In reference to: General Legal Work - #36900

For Legal Services Rendered from June 1 - June 30, 1996. Please note client number on payment -  
Thank you

Total Hours and Amount

	Hrs/Rate	Amount
6/18/96 ACC Call S. Kline re EEO filings	0.20 200.00/hr	40.00
	0.20	\$40.00

Additional charges:

- Telephone
- Copying
- Postage

WR32

0.46  
2.55  
0.32

Total costs

\$3.33

Total amount of this bill

\$43.33

*[Handwritten signature]*  
9/14

45024  
9-4-96

OK  
*[Handwritten initials]*

~~357.95~~  
357.95

PATH01827

David Hicks

Page 2

**Amount**

Previous balance

\$426.50

7/9/96- Payment - thank you

(\$52.51)

**Balance due August 6, 1996**

\$417.32

**THIS BILL IS 90 DAYS OVERDUE- PLEASE SUBMIT PAYMENT IMMEDIATELY.  
THANK YOU.**

Irwin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page with the card name, number, expiration date, amount of charge and signature. You can also call us with the information.

PATH01328

IRWI

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

BOB WATSON —  
It appears that payment on  
past invoices has fallen  
through the cracks  
They need to be brought  
up-to-date. Thanks —  
DUE

August 6, 1996

In reference to: General Legal Work - #36900

For Legal Services Rendered from July 1 - July 31, 1996. Please note client number on payment -  
Thank you

**Total Hours and Amount**

			Hrs/Rate	Amount
7/3/96	ACC	Calls S. Kline and FCC; review file re EEO 396 amendment; prepare same	0.40 200.00/hr	80.00
7/12/96	JPH	Round trip delivery of filing/courtesy copy to FCC	0.70 55.00/hr	38.50
			1.10	\$118.50

**Additional charges:**

- Facsimile	2.00
- Federal Express	10.00

PATH01925

99410

David Hicks

	Amount
- Telephone	1.63
- Postage	0.32
- Copying	5.25
Total costs	\$19.20
Total amount of this bill	\$137.70
Previous balance	\$417.32
Balance due by September 5, 1996	\$555.02

44923  
8-28-96

PAY

THIS BILL IS OVER 120 DAYS OLD- PLEASE SUBMIT PAYMENT IMMEDIATELY OR COLLECTION ACTION MAY BE TAKEN. THANK YOU.

FORWARDED  
Hicks  
Hicks Branching  
at - 100.00  
8/19/96

294.95  
354.25

*[Signature]*

Irwin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page with the card name, number, expiration date, amount of charge and signature. You can also call us with the information.

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:  
Mr. David Hicks  
Stations WCUZ-AM/FM  
140 Monroe Center  
Grand Rapids MI 49503

Invoice # 24895

September 13, 1996

In reference to: General Legal Work - #36900

For Legal Services Rendered from August 1 - August 31, 1996. Please note client number on payment - Thank you

**Total Hours and Amount**

			Hrs/Rate	Amount
8/7/96	RCB	Status check at FCC of WRBR-FM renewal	1.10 35.00/hr	38.50
8/15/96	JPH	Research, place calls, draft letter re: status of WRBR renewal; fax/mail copies of 1996 EEO, Ownership to client.	2.10 55.00/hr	115.50
8/28/96	JPH	Research re: status of WRBR renewal application.	0.20 55.00/hr	11.00
8/29/96	JPH	Research status of WRBR renewal application	0.20 55.00/hr	11.00
			<hr/> 3.60	<hr/> \$176.00

PATH01803

1,99410

Mr. David Hicks

**Additional charges:**

- Facsimile
- Telephone
- Postage
- Office Copying

**Amount**

3.50  
0.79  
0.55  
4.20

Total costs

\$9.04

Total amount of this bill

\$185.04

Previous balance

\$555.02

9/9/96- Payment - thank you

(\$137.70)

9/9/96- Payment - thank you

(\$43.33)

Total payments

(\$181.03)

Balance due by October 5, 1996

\$559.03

**THIS BILL IS OVER 120 DAYS OLD- PLEASE SUBMIT PAYMENT IMMEDIATELY OR COLLECTION ACTION MAY BE TAKEN. THANK YOU.**

*[Handwritten signature]*

354.95

*[Handwritten mark]*

*[Handwritten signature]*  
Approved for Payment  
9/24/96  
Dave Hicks

45529  
10-2-96

Twin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page with the card name, number, expiration date, amount of charge and signature. You can also call us with the information.

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:

Mr. David Hicks

Invoice # 25659

~~Stations WCUZ AM/FM~~

140 Monroe Center

Grand Rapids MI 49503

October 8, 1996

In reference to: General Legal Work - #36900

For Legal Services Rendered from September 1 - September 31, 1996. Please note client number on payment - Thank you

**Total Hours and Amount**

		Hrs/Rate	Amount
9/4/96	JPH Research status of WRBR renewal.	0.20 55.00/hr	11.00
9/10/96	JPH Continue research for WRBR renewal	0.30 55.00/hr	16.50
9/12/96	JPH Calls re: progress of WRBR renewal application.	0.20 55.00/hr	11.00
9/20/96	BAS File regulatory fees.	0.30 110.00/hr	33.00
	JPH Calls to FCC re: WRBR renewal	0.20 55.00/hr	11.00

PATH01822

999410

Mr. David Hicks

Page 2

9/27/96 ACC Letter re license renewal grant

Hrs/Rate	Amount
0.10 200.00/hr	20.00
1.30	\$102.50

Additional charges:

- Facsimile
- FCC Filing Fee
- Postage
- Office Copying

2.00
900.00
0.55
3.90

Total costs

\$906.45

Total amount of this bill

\$1,008.95

Previous balance

\$559.03

10/8/96- Payment - thank you

(\$185.04)

Balance due by November 5, 1996

\$1,382.94

THIS BILL IS OVER 120 DAYS OLD- PLEASE SUBMIT PAYMENT IMMEDIATELY OR COLLECTION ACTION MAY BE TAKEN. THANK YOU.

Oct  
PAY  
12-18-96

for  
payment  
10/13/96  
D. Hicks

Irwin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page with the card name, number, expiration date, amount of charge and signature. You can also call us with the information.

deleted from AAP  
Sept 12-10-96  
JE

PATH01821

P 99410

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:  
Mr. David Hicks  
Stations WCUZ-AM/FM  
140 Monroe Center  
Grand Rapids MI 49503

Invoice # 26909

January 13, 1997

In reference to: General Legal Work - #36900

For Legal Services Rendered from December 1 - December 31, 1996. Please note client number on payment - Thank you

**Total Hours and Amount**

11/12/96 JPH Calls from client re: contour map.

Hrs/Rate Amount

0.20 11.00  
55.00/hr

11/19/96 PT Fax Watson re modifying Pathfinder JSA

0.10 22.50  
225.00/hr

JPH Retrieve contour map from FCC engineering files

0.80 44.00  
55.00/hr

12/11/96 PT Phone Watson, confer Campbell, e-mail Timmons re amending JSA re revenue split

0.80 180.00  
225.00/hr

12/21/96 PT Draft amendment to WBYT-WRDR JSA, fax to Watson

1.60 360.00  
225.00/hr

594.95 = 55.00

354.95 = 261.25

594.95 = 261.25

13/5

W262

AK

617.50

PATH01819

Mr. David Hicks

Page 2

Hours	Amount
-------	--------

3.50	\$617.50
------	----------

Previous balance

\$1,382.94

12/23/96- Payment - thank you

(\$1,008.95)

Balance due by February 5, 1997

\$991.49

\$42.50 -  
WB47/WB32  
To 32 SAT  
50/50  
281.25 / 281.25  
\$55.00 -  
CLEAR CHANNEL  
FOR WCU 20

APPROVED FOR  
Payment  
11/17/96  
\$617.50  
NOTE: PAYMENT  
TO STATIONS

Irwin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page with the card name, number, expiration date, amount of charge and signature. You can also call us with the information.

PATH01820

X  
Eiben

**IRWIN, CAMPBELL & TANNENWALD, P.C.**  
1730 RHODE ISLAND AVENUE, N.W.  
SUITE 200  
WASHINGTON DC 20036-3101  
PHONE (202)728-0400

Invoice submitted to:  
Mr. David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 30299

December 9, 1997

In reference to: General Legal Work - #36900

For Legal Services Rendered from November 1, 1997 to November 30, 1997. Please note client number NOT Invoice number on payment - Thank you

**Total Hours and Amount**

	Hrs/Rate	Amount
11/17/97 JPH Call from client; fax 1997 EEO, ownership reports.	0.50 60.00/hr	30.00
	0.50	30.00

**Additional charges:**

- Telephone	1.12
- Facsimile	4.50
- Copying	1.25
Total costs	\$6.87

Total amount of this bill

\$36.87

OK  
03-35-9500

Mr. David Hicks

Page 2

	Amount
Previous balance	\$482.18
12/1/97- Payment - thank you	(\$24.78)
<b>Balance due December 31, 1997</b>	<u>\$494.27</u>

*Amos Payson*  
for  
D. Hicks  
Dec. 21/7/97

Irwin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page or call with the card name, number, expiration date, amount of charge and signature.

PATH01318

**IRWIN, CAMPBELL & TANNENWALD, P.C.**

1730 RHODE ISLAND AVENUE, N.W.

SUITE 200

WASHINGTON DC 20036-3101

PHONE (202)728-0400

Invoice submitted to:  
Mr. David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 30555

January 7, 1998

In reference to: General Legal Work - #36900

For Legal Services Rendered from December 1, 1997 to December 31, 1997. Please note client number NOT Invoice number on payment - Thank you

**Total Hours and Amount**

	Hrs/Rate	Amount
12/1/97 BAS Review returned antenna registration form.	0.40 130.00/hr	52.00
12/5/97 BAS Review, edit and submit FAA Form 7460-1 re tower coordinate change.	0.50 130.00/hr	65.00
	<hr/> 0.90	<hr/> \$117.00

**Additional charges:**

- Federal Express	9.77
- Office Copying	1.80
- Postage	0.32
Total costs	<hr/> \$11.89

PATH01315

Mr. David Hicks

Page 2

Amount

Total amount of this bill

\$128.89

Previous balance

\$494.27

Balance due February 5, 1998

\$623.16

03-35-9500

OK

Approved for  
Payment  
J. Hicks  
1/12/97

McC

Kevin, Campbell & Tannenwald is now accepting Mastercard, Visa and American Express. Please send back your bill page or call with the card name, number, expiration date, amount of charge and signature.

PATH01816

12/1/94  
p99410

IRWIN, CAMPBELL & CROWE, P.C.  
1320 EIGHTEENTH STREET, N.W.  
SUITE 400  
WASHINGTON DC 20036  
PHONE (202)728-0400

Invoice submitted to:  
David Hicks  
7463 Cottage Oak Drive  
Portage MI 49002

Invoice # 12383

June 10, 1994

In reference to: General Legal Work - #36900

For Legal Services Rendered From May 1 to May 31, 1994

Additional charges:

	<u>Amount</u>
- Postage	4.26
- Local Messenger	12.00
- Federal Express	10.00
- Facsimile	4.00
- Telephone	4.29
- Copying	1.80

Total costs \$36.35

Previous balance \$2,200.12

5/24/94- Payment - thank you (\$2,200.12)

Balance due \$36.35

June 17-27

354.95

OK  
P

30753  
7-27-94